



President's Message:

by Virginia Enriquez

My Experience of Attending the 99th IAWP International Educational Conference in Spokane,

WA held on June 8-14th, 2012.

Quite honestly, it was not what I expected! Although I expected long days of presentations and workshops, nothing could prepare me for the conference! I attended workshops regarding Employment Services relating to Veterans, Dislocated Workers, Refugees', Homeless, Team Building, Reaching out to One-Stop Partners, Service Provider's who assist with Supportive Services, Upcoming Changes and Goals within the IAWP Organization. This Educational Conference was very informative and fun!

The following is what was offered:

- ❖ Motivational speakers (Idaho Chapter donated \$100.00 dollars towards the travel cost for one of the delegates from Ukraine.
- ❖ International Panel-With Roger Madsen representing USA (Does this name look familiar)? Yes, our very own IDOL Executive Director!
- ❖ 18 workshops in three tracks (UI/LMI-Workforce Service-Professional Growth/IAWP)
- ❖ Cultural Event (Idaho donated a basket of Idaho items for the Silent action)
- ❖ Awards Presentations (Idaho received the IAWP Membership Retention Award)
- ❖ Capitol Hill Update (Please visit the IAWP Website)
- ❖ Networking (USA and International IAWP Representatives)

Besides the items mentioned above.

The most exciting to me was to witness our very own IDOL employee and IAWP member Nancy Upchurch elected as the New IAWP International President for 2012-2013 and Lu Lineberry become IAWP District VII President. It was great to be in attendance and to show them both my support!!

As the IAWP Idaho State President, I participated in a small way during the Flag Ceremony, where of course, I carried in the IDAHO State Flag. This was fun!

Overall, what I experienced was the following;

- 1) A sense of APPRECIATION for all of the work done by our Present and Previous IAWP Members/especially the IAWP Retirees'. Make time to listen to their stories of struggles and determination. PLEASE, thank them for their continued support and willingness to help in any way possible. Those are big shoes to fill. This IAWP organization will succeed. I look forward for many more years to come!

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- 2) A sense of PURPOSE learning that there are other Workforce Professionals through-out the world whom are working towards the same goal of providing the BEST SERVICE, possible with the resources available. Continuing with everyday challenges and working forward for a better tomorrow!
- 3) A sense of Pride in being a part of an Organization such as IAWP, working together with other “Working Professionals who are making a difference in peoples lives everyday”!

In closing, I encourage everyone to inquire on “how IAWP can help you” and what impact it will have on you and the people around you!

I invite you to participate in the upcoming 2012 IAWP District VII Conference on September 20th-22nd, 2012, in Nampa, Idaho. For Hotel reservations please call Holiday Inn Express at 1-208-466-4045 (Before 9/6/2012)

Sincerely,

Virginia R. Enríquez
IAWP Idaho Chapter President

Educational Update



Some Good News

Posted: 24 Jul 2012 10:46 AM PDT

The House Appropriations Subcommittee on Labor Health and Human Resources and Education approved a fiscal year 2013 funding bill on July 18th that provides funding for workforce programs at about fiscal 2012 levels. This is a very positive development as it marks the first time in several years when workforce programs have **not** been slated for elimination or consolidation. WIA Adult, Youth and Dislocated Workers were all funded at levels requested by the President for fiscal 2013.

ODEP Announcement

Posted: 06 Aug 2012 10:31 AM PDT

The U.S. Department of Labor's Office of Disability Employment Policy (ODEP) announced the availability of a \$1.1 million grant to fund a cooperative agreement to manage and operate the National Technical Assistance and Demonstration Center on Preparing Youth with Disabilities for Employment. The center will build capacity within and across youth service delivery systems to improve employment and postsecondary education outcomes for youth with disabilities

2012-2013 IAWP International Officers

Nancy Upchurch (ID) – President Ray Cabrera (CA) – President-Elect Mikell Fryer (GA) – Vice-President Linda Barnes (KY) – Secretary/Treasurer



Summer 2012/ITEMS





Legislative Hotline

Legislative Contacts

Wondering how to contact your congressional delegation? Or maybe your state representative? Listed below is the Washington, D.C. office address and Web link to reach your person in Congress. The homepage of each Web site provides addresses for the regional offices located within Idaho. The Idaho State Legislature also maintains an informative Web site at <http://www.legislature.idaho.gov>. Give it a try to stay in touch on what's happening with our legislative movers and shakers.

Senator Jim Risch

U.S. Senate
483 Russell Senate Office Building
Washington, D.C. 20510-1205
(202) 224-2752
<http://risch.senate.gov>

Representative Raul Labrador

U.S. House of Representatives
1523 Longworth House Office Building
Washington, DC 20515-1201
Phone: (202) 225-6611
<http://labrador.house.gov>

Senator Mike Crapo

U.S. Senate
239 Dirksen Senate Office Building
Washington, D.C. 20510-1204
(202) 224-6142
<http://crapo.senate.gov>

Representative Mike Simpson

U.S. House of Representatives
2312 Rayburn House Office Building
Washington, D.C. 20515-1202
(202) 225-5531
<http://simpson.house.gov>

A message from our International President: Nancy Upchurch

Celebrating a Century, Charting Our Future by Nancy Upchurch

I chose “Celebrating a Century, Charting Our Future” for my presidential theme this coming year. After considering many, many options, I finally narrowed down and summarized what I thought were the two most important things to accomplish during my year – Celebrating a Century of IAWP and Charting Our Future after redistricting and reorganizing the committees.



At my first board meeting in Spokane, Washington the IAWP board of directors adopted the following strategies for the coming year that support the IAWP strategic goals:

- Continue with the implementation of online exams and study guides for WPDP effective July 1st.
- Survey workforce administrators on the educational needs IAWP may provide.
- Identify training provided by workforce agencies, IAWP chapters, colleges, universities and private companies for development of a clearing-house where chapters and members can utilize the training.
- Review the content of Workforce Professional and Countdown publications and determine the best way to deliver information to members.

- Develop a newsletter template for use by state chapters to facilitate communication with members.
- Develop a planning tool and guide for state chapters that will strengthen IAWP at the local level.
- Develop a sample activity plan for state chapters.
- Implement revised chapter awards.
- Market the Workforce Professional Development Program with state workforce agencies along with the Certified Workforce Specialist certification program.
- Market IAWP awards program to State Workforce Agencies.
- Collaborate with NVTI on veteran issues.
- Reestablish strong partnerships with USDOL and NASWA and determine how we can work with these organizations to achieve our common goals.
- Develop a standard kit that chapters can use as administrations change, to introduce them to IAWP.
- Identify a nationwide service project that will give greater recognition to the organization.

I thought it was important to have a clear list of strategies to help us reach our strategic goals. I know this is an ambitious list, but I am confident that with the help of the board of directors, committee chairs, coordinators, liaisons, and members, we can accomplish all of them in the next year.

Be sure to visit my blog at <http://nancyiniawp.blogspot.com/>.



Veterans Voice

<http://www.military.com>



This content is provided courtesy of [SavvyMoney](#).

Disorganization Costs Money!

Simply put, not being on top of your financial game isn't just sloppy, but expensive. Here are a few things to consider:

Penalty fees: Late payments, over limit fees, and phone payments can cost up to \$30 each.

Interest rates: One missed payment can increase your APR from 15% to nearly 30%!

Impact on your credit score: 35% of your credit score is determined by how consistently you make your payments. Missing a few payments can drop your score by as much as 50 points. This score variation could affect your eligibility into the military.

Get Organized

One of the simple truths of finance is that, in order to make progress, you need to understand where you are at any point in time and what direction you're heading.

Consider this scenario: You have a friend who has set a goal to get out of debt and decided to play the balance transfer game to lower her costs so she could pay it off more quickly. However, when she looked at her situation after a year, she found her financial condition had actually worsened... considerably. Her family went

from 11 cards and \$110K in debt to 16 cards and \$130K in debt. *Because she was making her situation more complicated, she and her husband were unable to see what was really happening.*

Our human mind has limited ability to manage more than 5 things at a time. For most of us, it's simply too difficult to mentally track many different accounts with different due dates so we lose track of where we're headed.

To really make progress paying off debt, you need a system for success. Follow these steps:

1. Set up files for each debt account and gather all your latest statements. File each statement every month so you have a record. Print out electronic statements.

2. Set up a summary spreadsheet or paper system for tracking your debts. Create columns for the following fields: balance, APR, payment date, minimum payment, amount paid, and expiration date of any intro APRs. Try using SavvyMoney's [debt-tracking-form](#) to help you get set up.

3. Consolidate your spending into one account. Don't worry too much about "budgeting"—just shift your spending over to a debit-linked checking account and make sure to not over-spend from this account.

4. Know your cash flow. Know how your outbound debt payment cycle compares to your inbound cash flow.

At SavvyMoney, we believe that having good visibility to what's happening with your finances is over half the battle. Having a well-organized system dramatically increases your chances for success.

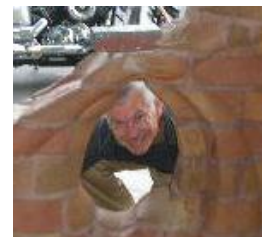
Brought to you by [SavvyMoney.com](#), the leading online debt payoff program.



International Development

By Gordon Graff

Our neighbors in Washington State did a tremendous job putting on the 99th International Educational Conference in Spokane on June 10-13. A good mix of speakers, workshops and events kept everyone busy and hopping from room to room to catch the next item of interest. To replenish our energy, I and other attendees especially enjoyed the spectacular views of the Spokane River falls, crossing a footbridge from the conference to the site of the 1974 Worlds Fair. What a nice location.



Two events not to miss at an International conference are the International Panel and Lee Foley's Washington, DC update. The United States was represented on this year's International Panel by our own Director Roger Madsen, who tackled the group's topic, Responding to Workforce Needs as Changes Occur, with great insights on how the country dealt with economic turmoil of recent years, including many examples from our Idaho experience. He was joined by Nils Freivalds of Latvia, Kayo Rokumoto of Japan, Vincent Yao-Tsang Huang of the Republic of China, Ihor Tsvilnyuk of Ukraine and Liogina Beinoravičienė of Lithuania. Their names alone give a flavor for the range of discussion, though they also echoed the "surviving the Great Recession" theme and its effect worldwide.

Incorporating decades of experience on Capitol Hill, Lee Foley's Washington, DC update is always well worth the price of admission. Listening to Lee, you feel like you're getting the inside scoop for happenings on the Hill. From sequestration language in the Nixon era, budget reconciliation in the Reagan era, later the Contract with America and current political polarization, he gives a unique historical perspective to today's issues.

Among all the interesting workshop presentations, plenary sessions, awards luncheon, banquet and ball, networking and making new friends, one thing stood out, though. And that was waving our Idaho flags while Nancy Upchurch took office as president of the International Association of Workforce Professionals, now celebrating its 100th anniversary. Go Nancy!



Awards Time

It is not early to recognize the person or group you know who deserves an IAWP award!! Nominations must be completed and mailed to Virginia Enriquez, c/o the Magic Valley Local Office. Nominations must be received by January 15, 2013.

- **Citation Award:** To recognize outstanding contributions from individuals and/or groups in the private sector or from a non-governmental/non-profit organization to IAWP or to Workforce Development programs.
- **Award of Merit:** To recognize an IAWP member and/or group for outstanding service or achievement in the workforce development field beyond normal job requirements.
- **Specialized Customer Service Award:** To recognize individuals and/or groups for outstanding, innovative programs for a specified segment of the workforce, including but not limited to Welfare-to-Work, People with Disabilities, offenders, youth, etc..
- **Mary Upchurch Spirit of IAWP Award:** To recognize an IAWP member for outstanding contributions to the Idaho Chapter IAWP.
- **Retiree of the Year Award:** To recognize a retired IAWP members' outstanding commitment to IAPES objectives following retirement.
- **International Development Award:** To recognize an IAWP member or group for outstanding commitments and achievements in IAWP international development.
- **Art Rowe Service to Veterans Award:** To recognize an individual and/or a group for outstanding, innovative service to veterans.
- **Gary Rahn Award:** To recognize an employee of the Idaho Department of Labor for one-on-one work with customers that make a difference in the customer's life.
- **Unemployment Insurance Award:** To recognize outstanding, innovative unemployment programs and service that features creativity, improved operational efficiency and improved customer service.

A Message from our IDOL Liaison: Rogelio Valdez

Director Madsen and I had the opportunity to attend the 99th annual International Association of Workforce Professionals national conference that was held in beautiful Spokane, Washington this year. The theme was "Building One Member at a Time."



Making this year's conference even more special was Nancy Upchurch's election as president of the organization. The nonprofit educational association, representing 13,000 members worldwide, is dedicated to workforce professionals with a rich tradition and history of contributions to workforce excellence. Nancy will preside over the association's centennial celebration with the theme of her tenure "Celebrating a Century, Charting Our Future." Nancy shared this honor with her family Michael, Amber, Andy and her first and only granddaughter, Lillian and future IAWP member, and colleagues from the department, Lu Lineberry, Virginia Enriquez, and retiree Al Snyder and his wife.

Director Madsen participated on an International panel of workforce professionals from the countries of Latvia, Lithuania, Ukraine, Japan and the Republic of China. The panel was titled "Responding to Workforce Needs as Changes Occur." The panelists provided information on their nation's current workforce operations and shared how they respond to employer's workforce needs as a result of changes in the global economy or any extraordinary event. The panel was facilitated by Verna Wade, representing the Georgia Department of Labor.

Congratulations to Nancy as she leads IAWP for the next year and works on the 100th celebration of the organization and its educational and training goals for the future. We appreciate the support from our Director, our executive staff, and all of our workforce professionals at the Idaho Department of Labor!

Rogelio (Roy) Valdez



Conference Information



District VII Conference 2012

Holiday Inn Express
4104 East Flamingo Avenue
Nampa Idaho
(208) 466-4045

9/20/2012 - 9/22/2012

Thursday afternoon – 3pm

- **District VII Council Meeting**

Thursday evening - Early Bird 6pm

- **Meet and greet your fellow IAWP District VII members**
- **At Lu's Luau – games – prizes – food - drinks**

Friday - Workshops/Training

Ethics in the Workplace from a Law Enforcement Perspective

- **Keynote Speaker – Captain Bill Gardiner, Idaho State Police**
 - This course will analyze the ethical standards police officers are held to and compare them to those in the private sector. Adopting a high standard of ethical principles improves a person's reputation, moral fiber, and integrity.
- **Mental Health Workout**
 - **Bud Swanson – Senior Workforce Consultant – IDOL**
- **Milt Smith – Office of Veteran Affairs**

Lunch will be provided

Dinner - Group Dinner – Dutch Treat

Saturday - District VII all members business meeting 8:30am - 12pm



The hotel offers continental breakfast each morning at their breakfast bar, just outside the conference room. The hotel has reserved a block of 20 rooms-15 double and 5 single (King beds). Cost for rooms is \$83.16 per night **this includes taxes**

Anyone wishing to stay over Saturday night will get the same rate. ASK FOR BLOCK OF ROOMS FOR IAWP CONFERENCE WHEN MAKING YOUR RESERVATION!

Call 208-466-4045 Before 9/6/12 for reservations



100th International Educational Conference
July 7-10, 2013 - Chicago, Illinois

REGISTRATION FORM



DISTRICT VII

EDUCATIONAL INSTITUTE

Holiday Inn Express

4104 East Flamingo Avenue

Nampa, Idaho

(208) 466-4045

September 20 – September 22, 2012

Registration Deadline Friday, September 7, 2012

Name: _____

Address: _____

Daytime Phone: _____

☐ I.A.W.P. Members, Please Check this Box.

Registration Fees: (Please check all that apply)

☐ Full Registration is \$86.00.

This includes all education events and provided meals: dinner on Thursday, lunch on Friday and continental breakfast on Friday and Saturday mornings.

☐ I plan to attend the early bird reception on Thursday, September 20.

☐ I plan to attend the Dutch treat group dinner on September 21.

☐ I plan to attend the district meeting on Saturday morning, September 22.

Please contact the registration chair to discuss special dietary arrangements or accommodations. Please send check to Kelly Curry 317 W Main, Boise, ID 83735. Questions? Kelly may be reached at (208) 332-3570 or by email at Kelly.Curry@labor.idaho.gov .

Your signature: _____ Date: _____

Your email address to receive confirmation: _____
Amount Enclosed: _____ Check Number: _____

Note: Idaho Department of Labor employees please submit your application to Kelly as soon as possible. The first 26 registrations to be received will be paid for by IDOL.

The hotel has reserved a block of 20 rooms-15 double and 5 single (King beds). Cost for rooms is \$83.16 per night **this includes taxes** ASK FOR BLOCK OF ROOMS FOR IAWP CONFERENCE WHEN MAKING YOUR RESERVATION!

Pictures from the Spring 2012 Educational Conference held in Twin Falls





Idaho IAWP Executive Board

STATE OFFICERS:

PRESIDENT: Virginia Enriquez

PRESIDENT ELECT: Vacant

VICE PRESIDENT: Marj Schmidt

SECRETARY/TREASURER: Sandy Hacking

SUBCHAPTER PRESIDENTS & OFFICERS:

PANHANDLE: President - (Vacant)

SEAPORT: President - (Vacant)

TREASURE VALLEY: President – Sandee Garcia

LES BOIS: President – Vacant

SAWTOOTH & SAGE: President – Jose Lozano

RUSSETT REALM: President – Vacant

COMMITTEE CHAIRS:

AWARDS: Vacant

VETERANS: Robert Shoeman

EDUCATION: John Allen

LEGISLATIVE: Gordon Graff

MEMBERSHIP: Sandy Hacking

INTERNATIONAL DEVELOPMENT:

Lu Lineberry

NEWSLETTER EDITOR: Sandy Hacking

PROFESSIONAL PRACTICES: Al Snyder

RETIREE: Al Snyder

WEB SITE: Nancy Upchurch

WPDP COORDINATOR: John Allen

AUDIT: Vacant

IDOL LIAISON: Rogelio Valdez

HEALTH AWARENESS COORDINATOR: Dan Scott



Be sure to read your
Health Matters issue @
healthmatters.idaho.gov
Brought to you by the Idaho State
Employee Wellness Program and your
State IAWP Chapter

Don't forget to check the IAWP Chapter Web site for
more information at:

<http://labor.idaho.gov/dnn/iawp/Home/tabid/112/Default.aspx>

Also visit the International Web site at

<http://www.iawponline.org/>

People on the Move

Promotions:

<i>Donna Fletcher</i>	<i>Manager 2</i>	<i>Mini Cassia</i>
<i>Katherine Eiden</i>	<i>Manager 1</i>	<i>Mountain Home</i>
<i>Carlos Hernandez</i>	<i>Manager 1</i>	<i>Wood River Valley</i>
<i>Leah Reeder</i>	<i>UI Technical Services Specialist</i>	<i>UI Benefits</i>
<i>Carrie Lascano</i>	<i>Financial Technician</i>	<i>Accounting</i>
<i>Summer MacDonald</i>	<i>Manager 1</i>	<i>Bonnors Ferry</i>
<i>John Brown</i>	<i>IT Resource Manager</i>	<i>IS Operations</i>
<i>Mark Rednour</i>	<i>IT Network Analyst, Senior</i>	<i>IS Operations</i>
<i>Oscar Excobedo</i>	<i>Supervisor, Labor</i>	<i>Magic Valley</i>
<i>Diane Hairston</i>	<i>Manager 1</i>	<i>Orofino</i>
<i>Rebecca Illum</i>	<i>Financial Specialist, Senior</i>	<i>UI Compliance</i>
<i>Ronald Robinson</i>	<i>IT Systems Operations Supervisor</i>	<i>IS Operations</i>
<i>Cheryl Adams</i>	<i>IT Production Services Supervisor</i>	<i>IS Operations</i>
<i>Marsha Wright</i>	<i>Program Operations Manager</i>	<i>WIA Planning & Grants Mgmt</i>
<i>Brenda Pelly</i>	<i>Disability Claims Adjudicator Trainee</i>	<i>DDS Division</i>
<i>Craig Shaul</i>	<i>Research Analyst Supervisor</i>	<i>Research & Analysis</i>
<i>Vicki Parkinson</i>	<i>Grants/Contracts Management Supv</i>	<i>WIA Planning & Grants Mgmt</i>
<i>Daniel Holmes</i>	<i>Planner-Socioeconomic, Senior</i>	<i>Workforce Policy & Planning</i>
<i>Lori Ridenour</i>	<i>Financial Technician</i>	<i>Accounting</i>
<i>Connie Gardner</i>	<i>Manager 3</i>	<i>Idaho Falls</i>
<i>Dan Scott</i>	<i>Supervisor, Labor</i>	<i>Meridian</i>
<i>Carrie Hale</i>	<i>Technical Records Specialist 2</i>	<i>UI Compliance</i>
<i>Justin Pinter</i>	<i>UI Tax Representative</i>	<i>UI Compliance</i>

Separations/Retirements

<i>Charles Baker</i>	<i>Workforce Consultant Senior</i>	<i>Magic Valley</i>
<i>J. Brent Marchbanks</i>	<i>Hearing Officer</i>	<i>Appeals</i>
<i>Melinda Adams</i>	<i>Grants/Contract Officer</i>	<i>Workforce Policy & Planning</i>
<i>Jean Ashby</i>	<i>Technical Records Specialist 2</i>	<i>DDS Division</i>
<i>Mary Denyse Field</i>	<i>Workforce Consultant Senior</i>	<i>Payette</i>
<i>Manuel Leon</i>	<i>Research Analyst Supervisor</i>	<i>Research & Analysis</i>
<i>Carolyn Konczos</i>	<i>Workforce Consultant Senior</i>	<i>Boise</i>
<i>M. Wade Virgin</i>	<i>Manager 3</i>	<i>Idaho Falls</i>
<i>Robert Satnik</i>	<i>Workforce Consultant Senior</i>	<i>Pocatello</i>
<i>Linda Gates</i>	<i>Workforce Consultant Senior</i>	<i>Silver Valley</i>
<i>Katherine Vaughan</i>	<i>Planner-Socioeconomic, Senior</i>	<i>WIA Planning & Grants Mgmt</i>
<i>Karen Compton</i>	<i>Technical Records Specialist 2</i>	<i>DDS Division</i>
<i>Glen McKuin</i>	<i>Financial Specialist Senior</i>	<i>UI Compliance</i>
<i>Regina Montenegro</i>	<i>Complaints Specialist, Labor</i>	<i>Communications/Research Division</i>
<i>Ernie Burlile</i>	<i>Civil Rights Investigator</i>	<i>Human Rights Commission</i>
<i>Gregory Bedwell</i>	<i>Workforce Consultant Senior</i>	<i>Magic Valley</i>

**Please submit your article(s) for publication in the
next issue of ITEMS by 10/02/2012**

Please send to

sandy.hacking@labor.idaho.gov

ITEMS Editor: Sandy Hacking